

STATE OF NEW HAMPSHIRE

OFFICE OF THE ADJUTANT GENERAL
STATE MILITARY RESERVATION
CONCORD, NEW HAMPSHIRE 03301-5363

REPLY TO
ATTENTION OF

NHAG-SPMO

2 January 1987

NEW HAMPSHIRE NATIONAL GUARD
TECHNICIAN PERSONNEL REGULATION
NUMBER 711

NEW HAMPSHIRE NATIONAL GUARD LABOR RELATIONS PLAN

This plan is effective 2 January 1987.

1. REFERENCES: 5 USC Chapter 71; FPM Chapter 711.
2. PURPOSE: The purpose of this plan is to outline objectives and plans for the management and organization of our Technician Labor Management Relations Program.
3. RESPONSIBILITIES: The Support Personnel Management Office, in discharging its responsibility for the administration of the technician program, will administer the Labor Management Relations Program as an integral aspect of the personnel management function.
4. SHORT RANGE GOALS:
 - a. Obtain supervisory views in the framing of personnel policies, procedures and negotiation proposals.
 - b. 100% recognizance of "consultation" with our labor organizations as a means of communication with our technicians, through their exclusive representatives, and to further technician participation in matters affecting their employment.
 - c. Obtain active involvement of line supervisors in the Labor Relations Program. Supervisors are part of the managerial team and must be fully integrated into that management.
 - d. Assign appropriate authority for labor relations matters to line managers and supervisors. Sound labor relations is a line management concern. Since the line supervisor/manager so deeply affects labor relations policy and in turn is so deeply affected by that policy and by the provisions of negotiated labor agreements, we must provide that sufficient and appropriate responsibilities and authority are delegated to the line supervisors/managers.
5. LONG RANGE GOALS:
 - a. Strengthening line supervisor and middle management perception and performance of their role as management representatives.

Supersedes NHNG TPR 711 dated 1 October 1984.

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6. TRAINING. In order to meet our objectives and goals in furthering the Labor-Management Relations Program, the following training program is established:

a. All members of the Management Negotiating teams will receive formal training in the basic fundamentals of labor negotiations.

b. Members of the Management Negotiating teams will also receive additional labor management relations training to insure that their knowledge of labor negotiations is updated and current with the state of the art. This training will be scheduled when it is available within available funding.


c. All management and supervisory personnel will receive formal labor-management relations training as part of their management/supervisory training.

d. Periodically the Support Personnel Management Office will meet with managers and supervisors to update their knowledge of Labor Management Relations.

e. The Support Personnel Management Office will conduct training sessions with all management and supervisory personnel on how to administer the Labor Agreement when an agreement is negotiated or renegotiated.

f. The Support Personnel Management Office will conduct meetings and discussions with management and supervisory personnel on the contract negotiation process with emphasis on how their input affects contract proposals.

1 Encl
Policy Statement


LLOYD M. PRICE
MG, AG, NHNG
The Adjutant General

2 January 1987

NHNG TPR 711

POLICY STATEMENT

1. I believe the collective bargaining system for Federal Employees can produce sound and satisfying manager-employee relationships that will help us to get our vital national defense job done more effectively. To accomplish this, our managers and supervisors must understand and accept collective bargaining.

2. The following principles must be observed by managers at all levels, including first line supervisors, in conducting relations with the labor organizations representing our Technicians.

a. Emphasis in dealings with our recognized employee unions will not only be on the resolution of issues and problems which arise at the bargaining table and at the worksite, but also on the establishment of relationships and understandings that can help to preclude such problems. When problems do arise, they will be dealt with as expeditiously as possible in order to remove them as a source of friction and employee dissatisfaction.

b. The achievement of modern and efficient work practices and a commitment to high standards of performance are essential. Managers must retain the ability to determine work methods, assign work, and make other decisions that are basic to the efficient management of the Technician program.

c. Managers must remain neutral and refrain from influencing or interfering with the free choice of employees in representation matters. Managers should take positive steps to establish cooperative and constructive relationships with the exclusive representatives.

d. Labor unions certified as the exclusive representatives of Technician employees have a legitimate interest in matters affecting the employment status and working conditions of personnel in the bargaining unit. We must insure that information concerning such matters is shared with appropriate union representatives.

e. Authority on matters of personnel policy and practice and working conditions will be delegated to the maximum feasible extent consistent with requirements for effective direction and control. Delegation to local managers will help to ensure meaningful employee participation, as well as to avoid escalation of problems which should be resolved at lower levels.

3. We will give labor-management relations activities a high priority in the allocation of resources and manpower in order to assure adequate professional expertise and training of personnel in this area.



LLOYD M. PRICE

MG, AG, NHNG

The Adjutant General